

*Male:* Good afternoon, everyone, and thank you for joining us on this Teamsters Affiliates conference call. To get us started this afternoon, General President Jim Hoffa. Mr. Hoffa?

*Jim Hoffa:* Well, I want to thank everybody for joining us on this call. Boy, there's a lot going on, and I know everybody is coping with this unusual situation we have of trying to represent our members, trying to make sure we don't get sick. Making sure that our PPE gets to all of our members. At the same time, communicating with all of our members to make sure they know what's going on in their union, in their local union, in their joint council, and everything else to make sure we know what we're doing.

You know, I marvel in our union, and we all do. It's such a great union. We are truly the supply chain union for North America. We're the largest transportation union. Over a million of our people are working, you know, through the pandemic. They are the true heroes. They work every day, whether they work at UPS, or freight, or car haul, or Cisco, or public employees, they're out there every day doing their job, making sure America is strong, making sure we have our food delivered, our medical supplies delivered, and make sure this country is running right.

So we are doing probably more than anybody else, and I'm just so proud of what we're doing. It's going to be so unusual this year that we're not going to have our Labor Day march. In Detroit and I know around the country, it's traditional to do the march. I mean they do a tremendous march a week later in New York on the 7<sup>th</sup> on Labor Day. In Michigan, for the 40 years that I've been a done it, we always had our March, and we're not doing that this year. But it doesn't mean we can't be thankful about that day and make sure how important it is.

You know recently I was talking to some people about with our COVID crisis and our shutdown, you know, what do you miss the most. And I'll tell you as general president, I miss seeing all of you. I miss our unity conferences, our women's conference, all the conferences we have are joint conferences, joint council conferences. And I miss all that, and I know you do too because that's when we're the strongest. When we're together, we basically bounce off ideas to each other, and we talk about our union. And that's truly when we're strong.

You know, this fall, we're seeing the economy bouncing back. I just came back from a road trip, and it's amazing how many trucks I saw, how many people out there getting involved. And I think the

economy is coming back right now. We're activating our grievance panels. Our people are starting to travel again, and you're going to see more of that. I was looking kind of towards Labor Day as a kickoff date to start reopening our union.

We're gonna do it gradually. We're gonna listen to the experts, but it's really it's time to start, you know, basing, getting our people out there to make sure they're doing the jobs of the union. And I think that's what's going to happen. But in the meantime, I know that everybody is adopted to doing and running our locals, and our affiliates different ways. I mean we're using Zoom. We're using conference calls. And I've said, I have directed all of our directors and division directors to do their conference calls to make sure everybody knows what's going on.

And it's working. Our people are out there every day. And even though we have this shutdown, we're out there organizing. Just yesterday, just yesterday in Chicago, we organized over 80 new people at University of Chicago Medical Center. And I think that's incredible. They're ER techs, and endoscopic people. Eighty of them. They joined our union 743. Great job done by, you know, Debra Simmons, and Nina Bugbee, and Jeff Farmer making sure we organize those people.

So yeah, we're going through the COVID, but we're out there organizing every day. And that's important to what we're doing. You know, it's amazing the different things that we're doing. We're gonna have an update from Ken Hall. We're going to hear from Teamsters Canada. Francois Laporte, he was just telling me that we're gonna get that border open again so we can start going back up there to see our great friends in the north. Christy Bailey can be talking about politics.

And boy, there's a lot going on in politics. Everybody's following what's going on every day with regard to the presidential race, the Senate races, and the House races. And those are so important to what we're doing. Gary Witlen is gonna be reporting on different things that's going on with how to handle delegate elections. We're getting a lot of calls at the international right now about how do I do with the COVID. How do I do delegate calls? How do I do my local union elections? And Gary is going to fill all that in.

We're also going to hear from LaMont Byrd, our safety and health director on the latest on the COVID rules. And we're going to hear about all that. We're also going to hear from Marcus King that attended the rally recently with regard to Black Lives Matter. But I

wanted to make sure that when I talk about Black Lives Matter, we believe in Black Lives Matter, and we believe in Blue Lives Matter. This is a problem we're all in, and we're going to solve this together, all of us.

As you know, we've got 61 days until the election. It's coming up fast, so we've got to make sure that we invigorate our members and start talking about it to your members. This is something that's very important to them to have, you know, a democratic president in the White House, somebody who is pro-union and cares about him to make sure we take the Senate back and we keep the House. These are all important things. So we've got to register. And when the time comes, get the vote out. That's what's so important.

You know, since our last call, we've endorsed, the general executive board endorsed, you know, President Candidate, Vice President Joe Biden, and also Kamala Harris for vice president. I think those are great picks right now. And I think that it's important that you know that many of our members on the executive board know Joe very, very well. Joe Biden, we've known him for years when he was vice president.

And our friends in California are extremely close to Kamala Harris, who has been a great friend of the Teamsters when she was Attorney General. I had a chance to spend many days with her working on misclassification, so we all know her well. And I think that's important that we have those kinds of connections. And many of you will remember that on 2011 at unity conference, Joe Biden spoke, and he was a big hit when he spoke at our unity conference then.

It's also important to know that both these candidates attended all of our Teamster forums and met all of our criteria about doing, you know, answering a questionnaire, doing a video, attending union events. Everyone of them have done that and they were all at our December 7, 2019 Teamster candidate forum in Cedar Rapids, Iowa, so they've done the right thing. It's important we keep working on this.

And while we're working right now, what's our most important goal of the Teamsters right now? Solve our pension crisis. We've been working on this for four years. We've had some success. We were successful last year with getting through the House, the Butch Lewis Act, which was an answer to our Teamster problems. It would have solved the problems of 120 different pension funds

that are in trouble right now. But we were blocked by the Republicans. Well, now we're back again.

And as you know right now in the House, or in the Senate right now, is the Heroes act, which has already passed the House. And this has a complete solution to our pension crisis in the act. And it's already passed the House. So all we have to do now is to get the Senate to pass it. It might be hard, but maybe we have to wait for an election to win the Senate, and then we'll pass it. But one way or another, we are going to solve this problem. But the important thing starts with getting our candidates elected and being invigorated in what we're doing, and be part of the Biden campaign

But we're very, very plugged in with Biden-Harris Campaign. We're already working on the transition team. We're in close communication with them, and they realize how important the Teamsters are to their success and to all of our success. So with all that being said, I'm now going to turn this over to our Secretary Treasurer Ken Hall.

*Ken Hall:*

Thank you, Jim. And good afternoon, everyone. You know it's been awhile since we've talked, but I'm sure everyone is settling in and what is unfortunately the new normal for right now. And hopefully we get back to the old normal soon. In terms of our finances, we continue to do well. We had another positive month in August, and are positive for the entire year despite the effects of the coronavirus. Our dues revenue is down, but our expenses are also down.

And you know, I know Jim's talked about the political world we're in, but I think it's worth spending a little more time with, you know, I gotta tell you, as Jim mentioned the pension, there's nothing more important to this union and its members than finding a fix for the pension. And I gotta tell you, we're not going to do that unless we change some things during this election. We've got to do that. And we've got to convince our members that they need to be thinking about union issues and issues that affect their wellbeing, and their economics, and particularly their pension because regardless of all the things that Trump and others have said, they haven't done a damn thing to fix the pensions. We've got to do that. And I think we will.

But we've got to get our members out to the polls and get them off of thinking about abortion, and thinking about pensions. You know, like Jim, I'm extremely happy and proud of that our union

has decided to endorse Joe Biden for president. It really wasn't a very tough decision. And even if you don't agree with all of Joe's ideas, there's no question that Joe Biden is the only pro-labor candidate in this race. I mean let's face it. We've had a difficult time in the past convincing candidates and officeholders to talk about unions at all, and I'm talking about both Democrats and Republicans.

But if you watched the Democratic National Convention, you would have heard the word "union" more than at any other political convention in history. Joe Biden doesn't shy away from talking about unions and working with union members. In fact, he featured members from several different unions during the convention. Biden doesn't require any convincing. He knows who we are and he values us. I know that every election we talk about how it's most important election ever, well, this time we really mean it.

So please get out there safely and talk to your members about the importance of this election, and the importance of having a plan to cast our ballots. So now I'm going to turn over the call to Francois Laporte. Francois?

*Francois Laporte:*

Thank you very much, General Secretary Hall, General President Hoffa, members of the executive boards, brother and sisters across North America. Good afternoon. Today, I will present the **brave** report on what's going on in Canada. Let's start with the COVID, the situation here up north seems to be under control despite the fact that we have seen recently some increase in the numbers of new cases, and more particularly among up the younger generation. However, the situation seems to be under control.

As General President mentioned, the border, the Canada-United States border remains close, and it's going to stay close until September 21<sup>st</sup> for a nonessential travelers. Hopefully after September 21<sup>st</sup>, it will reopen. The good news is that the trucking activities at the border are almost back to normal in terms of volume compared to the same period, to the 2019 period. So this is a good news.

And other good news is the fact that we have seen some jurisdiction who are implementing voluntary tests for truck drivers, and we have seen drivers signing – who are back from United States on a voluntary basis signing up for pretests. And we believe this is a good thing for their protection, and it's also a good thing for the protection of their family. And Teamsters fully support the

initiative. Nationwide, our kids are back to school. The vast majority of our kids are back to school. And depending on each region, they have different protocols, but same thing seems to be okay. That means lots of our bus drivers are also back on the job.

And our local unions are doing their best to protect their health and safety. Regarding the PPE, as you know, I am a member of the Canadian Procurement Committee. The Canadian government has signed new agreements with the United States and Canadian providers. And that means a reduction on our dependence regarding the China, the importation from China. So this is a good news. And more importantly, yesterday Governor Trudeau, Prime Minister Trudeau have announced an agreement with US-based corporations, Novavax and Johnson & Johnson, to buy 14-million doses of vaccines for Canadians. So this is good news.

Membership-wise in Canada, we are still, some locals are still experiencing declining their membership, more particularly the ones who are involved in the hotels, restaurants, sports entertainment, and the movie industry. And hopefully things will get back to normal before the end of the year for those locals. Finally, that concludes my presentation. The UPS negotiations, we've had three weeks of bargaining. Those negotiation involves 12 Canadian local unions. We have 8,000 members in Canada. The next negotiation is set up to take place the week of September 12<sup>th</sup> in Toronto in the presence of the conciliation officers.

We are currently in the process of taking a strike vote, and the final count for that strike vote will be September 10<sup>th</sup>. We will be in a strike position October 4. Before I finish my presentation, I want to again mentioned the contribution of my two colleagues, Stan Hennessey and Craig McInnes from Toronto, who have been very, very, very supportive. And they have been in contact with their respective local union, and they have done a great job. So having said that, I would like to turn this over to Christy Bailey, Director of Political and Legislative Action.

*Christy Bailey:*

Thank you, Francois. Before I move to our Teamsters Election 2020 Program, I want to give a quick update on the federal legislative response to COVID. Congress is in recess until after Labor Day. As you are aware, the House passed the Heroes Act more than 100 days ago. Senate Republicans have released two versions of incredibly slim counterproposals to Heroes. These bills are nonstarters. While they offer no additional funds for states and localities, they do provide broad protections from liability for

business, while failing to provide additional enforceable protections for workers.

In an attempt to address some of these COVID issues in the absence of congressional action, the president has issued a series of executive orders that are incomplete, less than ideal, potentially damaging, and have no funding. This week, there have been gestures between Speaker Pelosi and Treasury Secretary Mnuchin, but they haven't moved the negotiation process forward at all. Congress will come back though and will need to pass a continuing resolution by September 30<sup>th</sup> to fund the government or face a government shutdown, which nobody wants on the eve of an election.

So there is a showdown coming that we will monitor and engage in to demand a solution for multiemployer pension plans, as well as our other COVID needs. Moving to our Teamster Election 2020 Campaign. Anyone who watched the Republican Convention understand how critical it is that we turn out Teamsters this election. The second speaker on the first night, Rebecca Friedrichs, said, among other incredible attacks, that quote: "Unions divert the Republic," end quote.

From the absence of union labor to the speakers attacking workers, it was pretty clear that unions were not welcome at the RNC. And in contract, the word "union" was used more during primetime at the DNC than at any time in recent history. And the party platforms also reflect these ideals. Your local has received a comparison of the Democratic and Republican platform on key issues. It is there in clear text who supports workers and who doesn't. With the GEB action at unanimous endorsement of the Biden-Harris ticket, we have moved aggressively to fully implement our national field program.

A new USA Today poll that was out today has 50 percent with Trump at 43 percent. Most current polling has about that seven-point advantage for Biden with a couple outlier polls out there. But this isn't about national polling so let's look at the battleground states. In Colorado and Nevada, Biden has greater than a five percent lead in most current polling. In Wisconsin, Michigan, Minnesota, and Pennsylvania, the advantage is for Biden, but only in the three to five percent range.

In North Carolina and Florida, the polling is in with the margin of error. In Georgia and Iowa, we're seeing an advantage to Trump. And in expanded states of Ohio and Texas, Trump is favored. This

election is very close, and it will stay very close. And every vote will count in November. We have been working with our tier one states for close to a year now, and have spent the month since the COVID shutdown revamping our traditional program to introduce new ways to communicate to replace some of the face-to-face campaigning that is not currently safe.

We're expanding our use of possible text messaging, turning it into more of a back-and-forth conversation issues on issues and candidates, as opposed to just an outbound text. And we have gone back to good old-fashioned phone banking with some great success. Our contact rate has average around 25 percent nationally with some states seeing over 30 percent contact rate, which is very high for phone banking. Something about COVID has our folks on their phones which is good news for our program. We will be ID-ing our members and casing every last ballot or vote.

We have political field organizers already off, and more coming off steadily over the next weeks to implement state-specific plans that connect the Teamster voters through mail, digital, text, phones and even virtually. Since we can't get candidates in front of members in the union hall at the worksites, we are also doing virtual townhalls with candidates for a wide range of offices from state house to Congress. And we anticipate national events with Biden and Harris.

We are also expanding our usual program to talk a lot more about how you vote during a pandemic. We want to take advantage of absentee voting, vote by mail, and early votes to get as many Teamster votes in before Election Day as possible. And we are moving up major portions of our program to make sure that we're giving adequate turnaround time for the United States Postal Service. And it's not just us working for the Presidential Election.

We are working on important valid issues like Proposition 22 in California. We're working to elect governors in states like Missouri. Working to hold the United States House with over 50 house district in our direct mail programs. And working to pick up seats to take back the United States Senate. If you're in a tier one state, you have already heard, perhaps more than you want to hear from us. If you're not in a tier one state though and need assistance in elections, please reach out to us as soon as possible so we can provide you any needed assistance.



If you have Teamster members who are running for public office, please also contact us as soon as possible. We want to make sure we're doing everything we can to get our fellow Teamsters elected. Finally, we are also working with the AFL-CIO and Power the Polls to help recruit much needed poll workers. There is a national concern that there will not be enough coworkers, and we must assist to uphold the integrity of this selection which we know will be very much under attack.

We have a lot to do, but we have 61 days until the election, and we look forward to working with all of you to elect Vice President Biden and other proworker candidates up and down the ballot. Thank you. And with that, I'll turn the call over to Gary Witlen from the IBT legal department.

*Gary Witlen:*

Thank you, Christy, and sticking with the election theme, but refocusing our attention to our internal union elections, I just wanted to refresh people's memories from advisories that we have sent out throughout this period of isolation starting in March when we advised local unions that membership, monthly membership meetings could be postponed or canceled on a month-to-month basis.

We have now gotten through the summer. As you know, many union bylaws allow for meeting to be canceled during the summer, but we are now effectively in the fall. And we've had enough experience now with many local unions having conducted meetings by Zoom or other electronic means that we should be encouraging, and we are encouraging all of you to schedule meetings by Zoom remotely where it is not possible to conduct meetings in person.

It's been a long time for many of you to have been away from the membership as much as we all feel remorseful about the fact that we haven't been able to hold meetings as the General President indicated, which we've all been able to participate in person. But it is September, and even those of you without scheduled elections should be strongly encouraged to conduct meetings by Zoom or some other electronic device. And as we have put in writing, there are people at the international that are available to assist you in setting up these meetings and guiding you along the way.

In July, we sent out an updated advisory from the General President with guidelines for those locals that are conducting their local union elections. The guidelines were updated primarily to deal with the coronavirus problem, and to assist you and conducting meetings either remotely or at least allowing for

nominations, seconds, and acceptances to be submitted in writing, as opposed to at meetings. The fact that the bylaws in the constitution specify that nominations will be made at a meeting, that has been reinterpreted given our extraordinary situation to allow meetings that are conducted electronically.

The constitutional requirement that people be present to make nominations, seconds, and acceptance is has also been modified if you've looked at the guidelines to provide for nominations, seconds, and acceptance either by mail or electronically. And we have provided draft notices of nomination and election to send out. If you are doing remote meetings, if you are going to be forced either by practicality or local ordinances to not have in-person meetings, then those notices should specify the procedures for nominating and accepting nominations, which should require in writing in the notice that members who wish to nominate, specify the candidate and the office for which the person is being nominated.

The candidate has to be identified with some specificity. So if you have more than one member with a particular name, the local union understands who it is that is being nominated. These may be submitted in mail, by mail rather, or by e-mail. We will accept and argue to accept e-mail communications. Candidates who are accepting my mail need to identify themselves properly and to specify the office for which they are accepting nominations.

All of the normal routine eligibility requirements for participating as a candidate, or nominator, or a second, apply. There's been a lot of questions as to whether we have suspended any of the constitutional requirements given the situation and the fact that so many people have been laid off. But as of this date, the constitutional provisions are being applied. If there are cutoff dates that you're going to use for receipt of written nominations, that has to be specified in the notice.

And again all of these requirements have been sent to you. I sometimes suspect that the only people that read these are the ones that are run against you, but the fact is that there are four notices out there for you to fill in the blanks and use if you haven't gotten there. There haven't been any major updates from the election office in terms of advisories as to the conduct of delegate elections. If you are running elections this fall, you also have the option of running delegate elections at the same time. There is a different schedule.

There are ways to save some money by having both notices sent out in the same envelope with different colored notices so people understand which are the instructions for delegate elections and which the instructions for your local union elections. And as I said, there are different schedules in terms of the amount of time that ballots have to be out as opposed to the schedule that is set forth for local union officer election. And all of those rules are available on the IBT Vote dot-org website, which has the complete rules for the conduct of the 2021 International Officer Election.

As always, if you have questions, we're available for e-mail or telephone communications. And my contact information and the contact information for Rebecca Stein who is our most-informed person with regard to conducting Zoom meetings, that information, contact information is available in the advisory that was sent out in July, the General President's guideline letter. So we're available for questions, and we'd just request that if you get inquiries from the General President's office for pre-election protests or eligibility for office protests, that you respond as quickly as possible because obviously it's more complicated for us to resolve these issues given the current circumstances.

So with that, I wish you all luck that are conducting elections. I urge those of you who are going to have meetings or need to have meetings to try to do so using Zoom. And I'm happy to turn the conference over to LaMont Byrd of safety and health.

*LaMont Byrd:*

Thank you very much, Gary, and good afternoon to everyone. I wish I had better news to report today. But as a country, we continue to struggle to effectively deal with this virus. There are over 600 million confirmed cases of COVID-19 here in the US, and there are over 185,000 COVID-19-related deaths. The number of confirmed cases in hospitalizations continues to trend upward, especially in parts of California, Texas, Illinois, Florida, Georgia, and North Carolina.

As you're probably aware, many schools and universities have opened, but due to increased numbers of positive cases, many of had to transition to online classes only. As I reported during a previous call, the Centers for Disease Control is no longer the clearinghouse for COVID-19-related data, and consequently the information reported by the agency appears to have been greatly influenced by the politics of the nation. Just recently, the CDC issued guidance on testing after contact with someone who's tested positive.

And this guidance is inconsistent with the scientific evidence and the opinions of medical experts. As a result of the backlash that the agency received, it retracted the guidance. Federal OSHA continues to sit on the sidelines offering a little more than guidance. But on a positive note, state plan OSHA programs or plans in Virginia issued an emergency temporary standard that provides good protection for workers in Virginia. The OSHA state plan in Oregon recently issued a draft temporary standard for review and comment.

This rule, this draft falls short of providing a level of protection needed by workers, but labor, health, and safety professionals, and other worker safety advocates are working to try to improve the draft. Our Teamster leadership in Oregon, our political and legislative action department, and the safety and health department are among those who are working to help improve this legislation or this draft document. On the brighter side, there are reports that progress has been made toward developing a vaccine. So we're in a holding pattern. We'll see how that works out.

The Safety and Health Department continues to receive calls from local union officers and rank and file members regarding the efficacy of using face masks and other face coverings to reduce the risk of spreading COVID-19. We're concerned that some employers are allowing our members to wear face covering and masks as a substitute for employing other protective measures that are critically important to effectively reducing the risk of exposure to the virus.

While wearing a face covering or a mask is important, it is but one element of a comprehensive approach to reducing the spread of the virus. It's important that where the face coverings or the mask, we maintain physical distancing of at least six feet and practice good hand hygiene, and clean and disinfect surfaces, and objects that are frequently touched or shared. One additional element of an effective strategy to reduce the risk of COVID-19 transmission, especially in indoor facilities such as offices or in vehicles is increase the supply outdoor air into the ventilation system or the vehicle.

The Safety and Health Department continues to diligently work to provide information and support to our membership. We recently received a federal grant funding to provide virtual COVID-19 and other safety and health-related training to our rank and file members and local union leaders at no cost. The virtual platform that I've discussed in the past is up and functional. The COVID-19

course that we conduct provides basic information about what COVID-19 is, how it's transmitted, measures that could be taken to reduce risk of exposures, and what should be done if you were exposed to the virus or develop COVID-19.

If you're interested in having this course or other safety health courses virtually presented it to your members or local union staff, we can be contacted by e-mail at e-learning at teamsters safety dot-org or visit our website at [www.teamstersafety.org](http://www.teamstersafety.org). Thank you. Wear your mask. Stay safe. And I'd like to now introduce Marcus King, Director of the Human Rights and Diversity Commission. Marcus?

*Marcus King:*

Thank you. And good afternoon, President General Hoffa, General Secretary Ken Hall. Thank you for giving me this opportunity speak to everybody, and good afternoon. I hope everyone is safe and well. As some of you may have known, that I had the pleasure to speak last Friday in the same spot that Dr. Martin Luther King stood 57 years ago. And let me just add that he was a hero of mine. I had an opportunity to speak in front of a crowd, a sea of people who thought it not robbery to stand up even in the midst of a pandemic to civil rights.

I had the opportunity to remind the crowd that 57 years ago, the Teamsters stood with Dr. Martin Luther King, John Lewis, Ralph Abernathy just to name a few for civil and voter rights. As I remind the crowd, the teamsters were there to give support for racial and economic equality in this country. Back then 57 years ago, Teamster brothers and sisters were organizing people of color to vote, and has stood proudly in the fight.

I share with the crowd that now we must finish the fight. We must complete the mission for genuine equality for all people in this country. You see, there are forces out there that are working against us to dismantle the unions and labor laws. They have circumvented civil rights laws in the courts. They have manipulated our election to try to block our vote. They even have denied us job opportunities because of the color of our skin.

They have stolen wages from us by perpetuating minimum wage standards that no one can survive on. And the only entity that can help these workers and communities fight back and create a level playing field is the unions. And now they have systematically stripped away our power and tried to convince America that labor unions are not needed while the gap between the have and have-

nots continues to widen in this country. This is not genuine equality. It is now time for action. Words are no longer enough.

We will not be ignored any longer. We must change it. Now is our time. And so I'm asking everyone to make sure that you lobby Congress for the George Floyd Bill HR-71, the Justice and Policing Act. Two, lobby for HR-4, the John R. Lewis Voting Rights Act. And then three, the most important thing. Let's make sure that we get out and vote. And that's everybody. I'm not telling you who to vote for. I'm telling you that people in this country fought long and hard so that we can vote and we need to take advantage of this.

And that's why we say take your foot off of our – take your knee off of our neck. Use your vote to count. Let your voice be heard. All lives matter, Black, blue, Brown, but remember Black Lives Matter. This country's original sin is racism. And the truth is it hasn't gone away. I know sometimes we get tired of hearing about it, but it's true. All we have to do is look at redlining. And if you don't know what that means, give HRDC a call so we can talk about that, so we can share some of the struggles that people of color go through.

The HRDC has asked members to write their stories down so we can publish them in a place so that other Teamsters can see what people in this country go through. But again, all lives matter, but so do Black Lives Matter, and our lives matter too. The Teamsters, and I hear this a lot. The teamsters are not given any monies to any groups of people. We're standing up for the rights of workers of color. And the Teamsters are built for this because when you look at our collective bargaining agreements, we have language in there please stand up and make sure that there is no discrimination.

And so if you agree or even if you disagree, as a Teamster, we know we don't want anyone left behind. So please stand up for the Voters Rights Act. Please stand up for civil rights. Let's stand together as brothers and sisters. I'll now turn this over to General President Hoffa. Thank you for giving me this time.

*Jim Hoffa:*

Well, thanks Marcus. And I want to close with just thanking everybody for what you do. I'm so proud of all the people on this call, how hard you've been working through these difficult times. And we're monitoring the situation and we'll keep you advised. I thought the comments by Gary Witlen were extremely important, the nuts and bolts of basically getting your, you know, with the COVID, of doing your nomination meetings if you have an

election this year, and/or if you want, to combining that, you know, with your delegate races.

So there's a lot of important things. We've sent out some forms. If you didn't get them or you can't find them, or you needed any help, call Gary Witlen. He will help you. You know, I talked about the fact that we're not going to have – we're going to have a Labor Day, but we're not gonna be marching. We're not going to be together. We're not going to be, you know, sharing the moment like we do when we march with hundreds of thousands of people down the street with all unions. It's an important part.

But you know I always look at Labor Day, and we should look at it as the Labor Day is our union Thanksgiving day. Because it's a time to reflect on what unions mean to us. Labor Day is a special day set aside for union members. It's a day off. It's a holiday. But not a holiday to go out and have fun. It's a time to reflect and be with family, but be with also members of the union. That's how I look at it.

All of us on this call have so much – we owe so much to the union. We wouldn't have anything without the union. And it's important that reflect on that, and reflect on how much it means to us. So until our next call, I want everybody to stay safe. Stay healthy. Stay United. Most of all, stay Teamster strong. Thank you.

*[End of audio]*